



Transportation Commission Study Session

DATE: May 5, 2016
TO: Chair Lampe and Members of the Transportation Commission
FROM: Michael Ingram, Senior Transportation Planner
SUBJECT: Review of City requirements for Transportation Management Programs at large real estate developments

DIRECTION REQUESTED

Action

X Discussion

X Information

Staff will continue discussion with the Transportation Commission on the review of city requirements for Transportation Management Programs at large real estate developments. Elements to be addressed at this meeting include,

- Review of compliance with requirements at buildings currently affected by TMP conditions
- Review of any alternative or additional strategies that are in use at TMP-affected buildings
- Discussion of the effectiveness of existing TMPs in reducing transportation system impacts of affected buildings
- Discussion of similar requirements in place at other local jurisdictions
- Results of stakeholder survey.

Commission feedback is sought on these elements. Commission input will also be sought regarding the range and content of potential alternatives for revisions to the current code requirements for TMPs.

BACKGROUND

Bellevue City Code section 14.60.070 requires new buildings meeting certain thresholds for size and category of use to develop and implement automobile trip reduction programs directed to tenant employees, in order to reduce transportation impacts related to development. Required elements of these Transportation Management Programs (TMPs) vary according to building size and use but often include features such as distributing transit and ride-sharing information, designating a transportation coordinator, providing preferential parking for carpools, providing financial incentives for commuters and setting up a "guaranteed ride home" program. An

additional overlay of requirements applies to office buildings in downtown (BCC 14.60.080) which includes a performance standard (35% reduction in drive-alone commuting to a building over a 10-year period) and additional programmatic elements. There is also provision in the Medical Institution District section of the Land Use Code (BCC 20.25J.050) for a TMP to be required at development in this area; the TMP may be per the requirements of BCC 14.60.070 or based on a performance standard and program features established as needed to attain the designated performance standard.

The current City requirements for Transportation Management Programs (BCC 14.60.070, 14.60.080) have been in place since 1995 (the Medical Institution District provision was established in 2005). Over time, certain programmatic requirements may have become less relevant (e.g., posting transit and ridesharing information in individual tenant workspaces) or have proven difficult to comply with in practice (e.g., providing a monthly \$15 bus pass subsidy to tenant employees who use transit). In addition, the performance target for 35% reduction in drive-alone commute trips by building workers—which applies to office uses in Downtown—is proving difficult to achieve in practice (at least in the 10-year timeframe specified in the current city code). The contribution of TMP activities to the overall reductions in drive-alone commuting that have occurred in Bellevue is unclear and there is need for relevant TMP performance metrics that can link to broader city targets.

There are currently 57 buildings that have TMP agreements on record. A little over half of these have been established under provisions of the current code. Of the remainder, some were established under earlier code provisions (adopted in 1987) or as mitigation for impacts identified in SEPA analysis (generally for buildings developed in the early to mid-1980s). A few have been established under other arrangements, e.g., via concomitant agreements or as negotiated arrangements to address conditions specific to particular projects.

INFORMATION

At the Commission meeting on May 12, staff will offer information on the following:

- Compliance with requirements at buildings currently affected by TMP conditions
- Alternative or additional trip reduction strategies that are in use at TMP-affected buildings
- The effectiveness of existing TMPs in reducing transportation system impacts of affected buildings
- Similar requirements in place at other local jurisdictions
- Results of stakeholder survey, including from managers of TMP-affected buildings

The stakeholder survey opened on April 27 and will remain open for response until May 11 (two weeks). Notice of the survey was sent to all contact names on the City's TMP list and a link is also posted on the City's TMP webpage (<http://www.bellevuewa.gov/trip-reduction-large-buildings.htm>). Survey results will be presented at the May 12 meeting.

NEXT STEPS

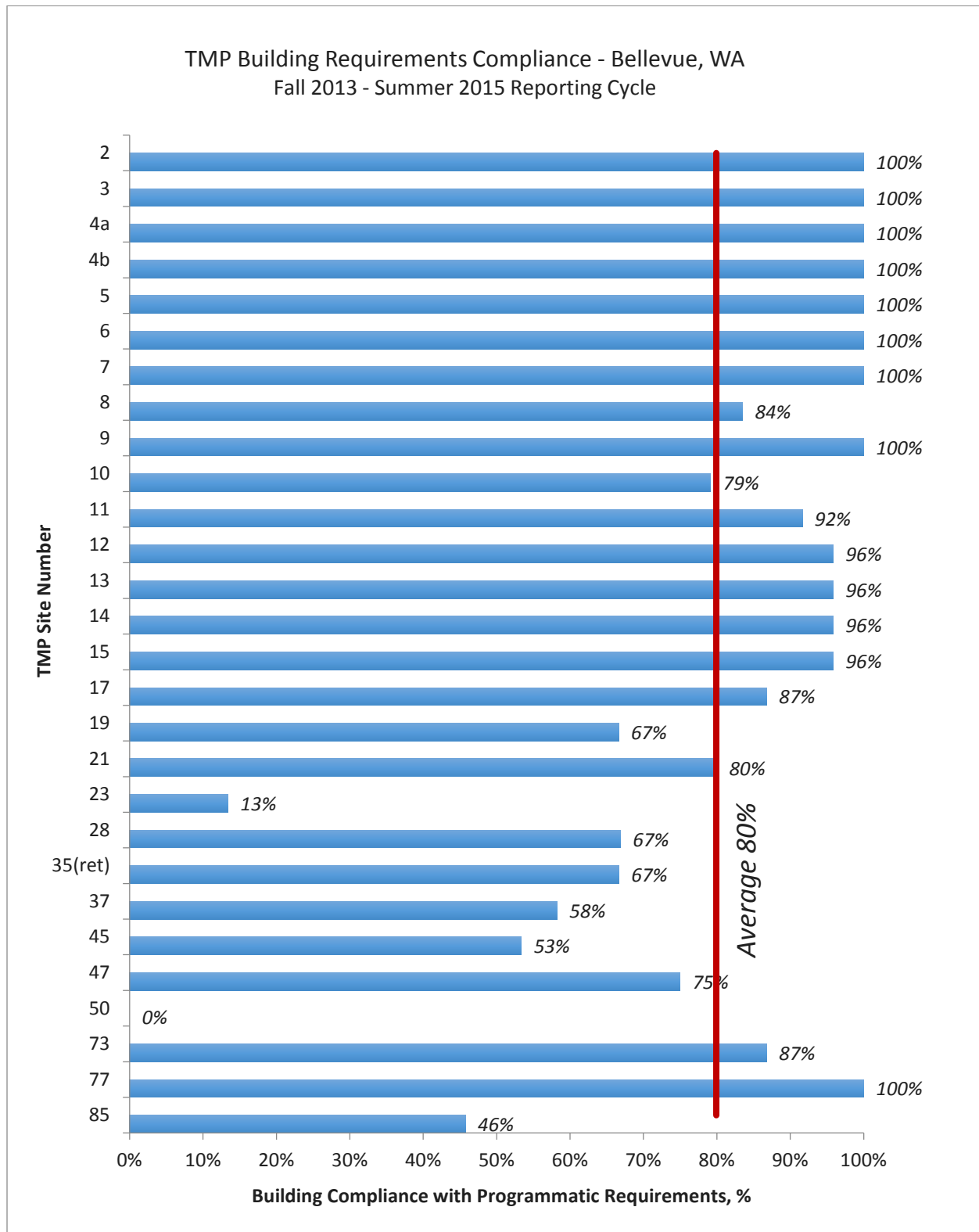
Staff will develop alternatives for code revision, to be reviewed and refined at the Commission meeting on June 9. Staff will also propose a stakeholder outreach process for Commission consideration and feedback. It is anticipated that the Commission will be asked to recommend an alternative for revisions to TMP requirements at the meeting on July 14. The project timeline involves providing a briefing and a recommendation for TMP code revisions to the City Council in September.

If you have questions or need additional information prior to the meeting on May 12, please contact me at 425-452-4166 or mingram@bellevuewa.gov.

ATTACHMENTS

1. Building compliance with current TMP requirements
2. TMP requirements table: Bellevue and nearby jurisdictions
3. Comparison table: TMP requirements and CTR requirements

Attachment 1: TMP Requirements Compliance



Current TMP Requirement	Overall Rate of compliance, 2015 (Fall 2013-Summer 2015 period)
<p>Current TMP requirement: Post ridesharing and transit information. <i>Post ridesharing and transit information from Metro or other approved sources in a visible central location in the building, such as the lobby or other public area near the major entrance to the building on a continual basis. This requirement applies to each building in a building complex.</i> <i>(Applies to Office, Medical, Hospital and Residential uses.)</i></p>	91%
<p>Current TMP requirement: Provide transportation coordinator. <i>The coordinator shall publicize the availability of ridesharing options, provide reports to the city, act as liaison to the city, and provide ridesharing matching assistance in conjunction with Metro or a private system sponsored by the property owner as approved by the city.</i> <i>(Applies to Office, Medical, Hospital and Retail uses.)</i></p>	93%
<p>Current TMP requirement: Distribute information. <i>Distribute ridesharing and transit information from Metro or other approved sources annually to all tenants and employees and to new tenants and new employees. Such information must identify available ridesharing and transit services. (Applies to Office, Medical and Hospital uses.)</i></p>	Not tracked
<p>Current TMP requirement: Provide preferential parking. <i>Provide specially marked parking spaces in a preferential location between 6:00 a.m. and 9:00 a.m. for each registered carpool and vanpool in which tenants and their employees participate. A preferential location includes proximity to the building and covered parking when possible.</i> <i>(Applies to Office, Medical, Hospital and Retail uses.)</i></p>	64%
<p>Current TMP requirement: Provide financial incentive. <i>Provide a minimum of \$15.00 per month financial incentive for employees on site who commute by carpool, vanpool or transit. The financial incentive for transit riders and Metro vanpool riders will be a discounted Metro Transit (or a comparable service) bus/vanpool pass. The financial incentive for each carpool and non-Metro vanpool participant will be a cash bonus to the participant, a coupon redeemable for gasoline, or an equivalent discount in parking charges.</i> <i>(Applies to Office, Medical and Hospital uses.)</i></p> <p><i>Note: Some buildings in Downtown Bellevue provide a financial incentive in the form of free park day vouchers each month to registered carpoolers, vanpoolers, transit riders and walk and bike commuters. The number of free park days varies by building, from one day to four days/month. The free park days accommodate the occasional need to drive and offer flexibility for commuters.</i></p>	53%
<p>Current TMP requirement: Provide guaranteed ride home. <i>Provide a taxi scrip system of low-cost rides home for on-site employee transit riders or registered on-site employee carpoolers and vanpoolers who miss a bus or ride because of an employer requirement to work late or because of a need to leave early due to illness or home emergency.</i> <i>(Applies to Office, Medical and Hospital uses.)</i></p>	74%

Current TMP Requirement	Overall Rate of compliance, 2015 (Fall 2013-Summer 2015 period)
Current TMP requirement: Performance goal. Conduct a commute survey 1 year after certificate of occupancy; in ten years achieve a 35% reduction in drive-alone commuting from the baseline rate. (Applies to Office buildings in Downtown.)	8 buildings have this goal. 10-year span of measurement available for 2 buildings; neither met goal.
Current TMP requirement: Post ridesharing and transit information at each tenant with 50 or more employees (Applies to Office buildings in Downtown.)	Not tracked
Current TMP requirement: Lease language requiring tenant participation in surveys Leases in which the tenants are required to participate in periodic employee surveys. (Applies to Office buildings in Downtown.)	86%
Current TMP requirement: Line-item parking cost. Tenant leases must identify parking cost as a separate line item, with a minimum monthly rate not less than the cost of a 2-zone Metro pass (currently \$117.00). (Applies to Office buildings in Downtown)	82%
Current TMP requirement: Enhanced, personalized ridematch service. A personalized ridematching service for building employees to encourage carpool and vanpool formation. The ridematching service must enhance the computerized ridematching service available from Metro (or a comparable service), with personalized follow-up with individual employees. (Applies to Office buildings in Downtown)	100%

Attachment 2: Current Transportation Management Program requirements -- Bellevue and nearby communities

Compiled by Michael Ingram, Bellevue Transportation Dept
4 May 2016

City	City code section	Affected areas/land uses	Programmatic requirements (these may vary by land use and size of building)	Performance requirements	Monitoring process	Key differences from Bellevue requirements	Other comments
Bellevue	BCC 14.60.070 (citywide)	Citywide: *Office (>=30K sq ft) *Manufacturing (>=50K sq ft) *Medical clinics (>=30K sq ft) *Hospital (>=80K sq ft) *Retail (>=60K sq ft) *Residential (>= 100 units) *Mixed use	*Post information, *Distribute information, *Designate a Transportation Coordinator, *Designate preferred parking for car/vanpools, *Provide \$15/month subsidy for car/vanpool & transit riders *Provide guaranteed ride home.	None	*Biennial reports collected by King County Metro under contract. *No report collected from buildings wholly occupied by CTR-affected tenant; for these buildings, the CTR report provides the key information needed. *No regular monitoring at residential sites (only requirement is posting information)		*57 TMP agreements currently in effect. *20 of the existing TMP agreements are at residential sites (where only requirement is to post information).
	14.60.080 (additional requirements for Office uses in downtown)	Downtown: Office (>=50K sq ft)	*Commute information board at each tenant with 50 or more employees; *Lease language requiring tenant participation in employee surveys; *Identify parking as a separate line item in leases, with a monthly cost not less than a 2-zone Metro pass; *Personalized ridematching to encourage car/vanpools.	Downtown: 35% reduction in SOV rate over 10 years for office buildings.	Same as BCC 14.60.070 (above). Biennial surveys facilitated and collected by KC Metro under contract. (No surveys conducted at CTR-affected tenants; existing CTR surveys provide necessary performance data.)		7 agreements have the requirement for a 35% reduction; two of these have a 10-year span of measurement, neither achieved 35% reduction.
	BCC 20.251.050	Medical Institution District	Refers to BCC 14.60.070; provides that City may require or applicant may propose alternative TMP with a performance standard and program features to attain the standard.	None specified; but provides option for City to designate a requirement.	Same as BCC 14.60.070 (above)		To date, no buildings have been conditioned under this provision.
Issaquah	IMC 18.09.120	Affected uses include: *Office *Medical *School	*Post information, *Distribute information, *Designate a Transportation Coordinator, *Designate preferred parking for car/vanpools, *Provide bicycle parking & shower facilities	Max 75% drive-alone during AM and PM peak periods after two years.	No formal proecess currently established. Site activities may be monitored via employer Commute Trip Reduction program.	*Performance goal set at areawide level, applies to a range of uses (not just office) *Schools may be affected by the TMP requirement	*City seeks to coordinate the "Transportation Management Action Plan" and the Commute Trip Reduction activities at each site. *3 TMPs in effect under current code framework.
Kirkland	Conditioned under SEPA	TMP condition typically applies to: *Office projects >35K sq ft *Office projects that provide less parking than code requires *Mixed use projects that provide less parking than code requires.	Provisions vary, may include: *Post information, *Distribute information *Designate a Transportation Coordinator *Designate preferred parking for carpools *Provide subsidy for carpoolers, transit riders *Provide guaranteed ride home	Typical goals are, 10% reduction in drive-alone after two years 75% max overall drive alone after 4 years and thereafter	Biennial reports (and surveys, where required), collected by KC Metro under contract.	*Potential level of financial incentive for transit at office sites (50% of one-zone pass, \$49.50/mo currently) is ~3x the Bellevue level (\$15/mo)	*20 TMP agreements currently in effect *2 of the TMP agreements are at residential sites, where TMP was required as a condition of parking modification. *The City is planning to codify TMP requirements later this year, as an element of their update to traffic analysis guidelines.
Redmond	RZC 21.52.020	Non-residential development that generates demand for more than 25 "mobility units". (Mobility unit is a function of the PM peak person-miles of travel associated with a development.)	*Post information, *Distribute information, *Designate a Transportation Coordinator, *Designate preferred parking for car/vanpools and bicycles, *Provide financial incentive equivalent to 25% of cost of 2-zone peak transit pass, *Join local Transportation Management Assn, *Identify additional financial incentive or equivalent program element as contingency measure to implement should performance fall short of target for two consectutive measurements.	*70% or less SOV in AM and PM peak within first two years; *60% or less SOV in Overlake area.	*Annual Transportation Program report; *Annual survey until performance goal achieved, biennial survey thereafter.	*Required financial incentive for transit (\$29.25/mo currently) is ~2x the Bellevue level (\$15/mo); *TMA membership required (available at a range of service levels); *Performance goal set at areawide level, applies to a range of uses (not just office); *Additional measures must be identified in advance and implemented if survey results fall short two years in a row. *Does not apply to residential development *Does apply to schools	73 TMP agreements currently in effect.

City	City code section	Affected areas/land uses	Programmatic requirements (these may vary by land use and size of building)	Performance requirements	Monitoring process	Key differences from Bellevue requirements	Other comments
Seattle	SMC 25.05.675 (SEPA)	<p>Development that is subject to SEPA review may include a TMP as a mitigation measure for parking and/or traffic/transportation impacts.</p> <p>Per the 2015 Director's Rule, *New developments of 100K sq ft of commercial, office or retail are typically required to complete a TMP. *Developments of different uses or with less than 100K sq ft may also be subject to a TMP, depending on project impacts or land use code requirements.</p>	<p>Specific TMP elements are not specfied in the code. However, the code does indicate that for residential development in Downtown, mitigation measures are limited to signage, provision of information on transit & ridesharing, bicycle parking. For non-residential projects in Downtown and projects outside Downtown, transit incentives, including transit pass subsidies may be required.</p> <p>Per the 2015 Director's Rule, the following are required for all projects: *Post information *Produce & distribute current commuter information *Designate a Building Transportation Coordinator *Transportation Coordinator to attend training at least 1x/year *Require tenants to participate in the TMP *Participate in a Transportation Management Assn, where available *Participate in promotion & encouragement programs *Provide bicycle storage & amenties that meet City standards *Provide or require tenants to offer transit pass subsidy (50% or more) to employees who work at the site *Provide information about ride-match opportunities *Offer a guaranteed ride home program</p>	<p>Per Director's Rule: TMP goal is specified in Master Use Permit decision or other permit decision. Typically specified in terms of max percent SOV employee (or student) trips in peak period. Considerations in setting the goal include, TMP goals in the Land Use Code (where applicable), range of transportation options in the vicinity, related CTR goals, SOV goals in Comp Plan, SOV rates of nearby TMP buildings.</p>	<p>Per 2015 Director's Rule: *Conduct periodic surveys (at least every 2 years) *Submit regular reports</p> <p>Monitoring currently done by SDOT; but resources to do this are tight.</p>	<p>*Required transit subsidy (50% of annual pass cost, which varies by location) is 1.5x-2.2x the Bellevue level (\$15/mo) *TMA membership required in areas where a TMA is active. *Provide bicycle storage & amenities *Performance goal set for each building, based on a variety of factors (identified in Director's Rule).</p> <p>Director's Rule identifies additional "May be recommended" measures, as potential options should particular conditions warrant or performance fall short.</p>	<p>*Nearly 200 TMPs currently in effect.</p> <p>*Primary guidance on TMP development is provided by <i>DPD Director's Rule 27-2015/SDOT Director's Rule 09-2015</i> posted at, http://web6.seattle.gov/DPD/DirRulesViewer/Rule.aspx?id=27-2015</p> <p>*Consultant currently doing evaluation of compliance with individual TMP goals and relationship to other city goals, including CTR program and Comp Plan SOV goals.</p>
	SMC 23.49.019 (Downtown)	<p><i>In Downtown :</i> TMP-type provisions required at all non-residential development >10,000 sq ft.</p>	<p>Elements noted in code are, *Post information *Distribute information *Designate a Transportation Coordinator (or contract with Commute Seattle for services) *Maintain an in-house ridesharing program *Transportation Coordinator to receive training from SDOT or Commute Seattle</p> <p>Director's Rule provides overall guidance.</p>	Same as above	Same as above	Same as above	
	SMC 23.52.008 (In Urban Centers/Urban villages with a Station Area Overlay District)	<p><i>In Urban Centers/Urban villages with a Station Area Overlay District :</i> A transportation impact analysis is required for buildings with residential uses (including mixed use buildings) meeting certain size ranges (the range varies, according to zoning designation). A TMP may be required as one of the impact mitigation measures.</p>	<p>Potential mitigation elements noted in code include: *provision of transit incentives, including transit pass subsidies *bicycle parking, and shower facilities for bicycle commuters *parking management strategies including, but not limited to, unbundling parking from building-space leases, reserved parking spaces for vanpools, and reduction in the amount of parking to be provided *participation in a transportation mitigation payment program or transportation management association, where available</p> <p>Director's Rule provides overall guidance.</p>	Same as above	Same as above	Same as above	
	SMC 23.71.018 (Northgate)	<p><i>In the Northgate area :</i> -A TMP is required at any development generating 25 or more employee or student vehicle trips during any one PM hour. -For multifamily residential development, a TMP is required for any development generating 50 or more vehicle trips in any one PM hour.</p>	Director's Rule provides guidance.	Same as above	Same as above	Same as above	
	SMC 23.69.030, 23.69.034, 23.69.035, 23.04.040 (Major institutions)	Each major institution is required to develop and implement a TMP as one element of its (required) master plan.	Specific TMP elements are not specfied in the code. Director's Rule provides guidance.	Performance requirement established in as an element of the Major Institution Master Plan	TMP compliance and progress reporting required as element of Major Institution annual reporting.	Bellevue does not have an overall code framework to address development and impact of major institutions.	

Attachment 3: Comparison Table -- TMP Requirements and CTR Requirements

Compiled by Mike Ingram and Kate Johnson, Bellevue Transportation Dept.

5 May 2016

Current TMP Requirement (for large buildings, per BCC 14.60.70, 14.60.080)	CTR Requirements (for worksites with >=100 employees commuting in the AM peak, per BCC 14.40)
Current TMP requirement: Provide transportation coordinator. <i>The coordinator shall publicize the availability of ridesharing options, provide reports to the city, act as liaison to the city, and provide ridesharing matching assistance in conjunction with Metro or a private system sponsored by the property owner as approved by the city.</i> <i>(Applies to Office, Medical, Hospital and Retail uses.)</i>	Yes, essentially similar. Per 14.40.060, the employer shall designate an employee transportation coordinator (ETC) to administer the CTR program. Additional practices encouraged by the city in the CTR Implementation Guidelines include the following: <u>Display of ETC name:</u> Each employer should prominently display the name of the ETC physically or electronically at each worksite. <u>Training:</u> ETCs are strongly advised to attend free training sessions offered by the city on subjects that provide basic information about implementing employer CTR programs. <u>CTR requirement for reporting to the city:</u> See below under “Other CTR Requirement – Reporting.”
Current TMP requirement: Post ridesharing and transit information. <i>Post ridesharing and transit information from Metro or other approved sources in a visible central location in the building, such as the lobby or other public area near the major entrance to the building on a continual basis. This requirement applies to each building in a building complex.</i> <i>(Applies to Office, Medical, Hospital and Residential uses.)</i>	Optional element within a required program. This element may be chosen as part of a required CTR program. See note below on makeup of CTR programs. Related CTR Requirements: <u>CTR requirement for information distribution (14.40.060 B.2.):</u> “Information about alternatives to drive alone commuting as well as a summary of the employer’s CTR program shall be provided to employees at least once a year and to new employees at the time of hire.” In practice there is opportunity to utilize a brochure template provided by the city to meet this requirement.”
Current TMP requirement: Distribute information. <i>Distribute ridesharing and transit information from Metro or other approved sources annually to all tenants and employees and to new tenants and new employees. Such information must identify available ridesharing and transit services.</i> <i>(Applies to Office, Medical and Hospital uses.)</i>	Optional element within a required program. This element may be chosen as part of a required CTR program. See below, “Note on Makeup of CTR Programs.”

<p>Current TMP requirement: Provide preferential parking. <i>Provide specially marked parking spaces in a preferential location between 6:00 a.m. and 9:00 a.m. for each registered carpool and vanpool in which tenants and their employees participate. A preferential location includes proximity to the building and covered parking when possible.</i> <i>(Applies to Office, Medical, Hospital and Retail uses.)</i></p>	<p>Optional element within a required program. This element may be chosen as part of a required CTR program. See below, “Note on Makeup of CTR Programs.”</p>
<p>Current TMP requirement: Provide financial incentive. <i>Provide a minimum of \$15.00 per month financial incentive for employees on site who commute by carpool, vanpool or transit. The financial incentive for transit riders and Metro vanpool riders will be a discounted Metro Transit (or a comparable service) bus/vanpool pass. The financial incentive for each carpool and non-Metro vanpool participant will be a cash bonus to the participant, a coupon redeemable for gasoline, or an equivalent discount in parking charges.</i> <i>(Applies to Office, Medical and Hospital uses.)</i></p> <p><i>Note: Some buildings in Downtown Bellevue provide a financial incentive in the form of free park day vouchers each month to registered carpools, vanpoolers, transit riders and walk and bike commuters. The number of free park days varies by building, from one day to four days/month. The free park days accommodate the occasional need to drive and offer flexibility for commuters.</i></p>	<p>Optional element within a required program. This element may be chosen as part of a required CTR program See below, “Note on Makeup of CTR Programs.”</p>
<p>Current TMP requirement: Provide guaranteed ride home. <i>Provide a taxi scrip system of low-cost rides home for on-site employee transit riders or registered on-site employee carpools and vanpoolers who miss a bus or ride because of an employer requirement to work late or because of a need to leave early due to illness or home emergency.</i> <i>(Applies to Office, Medical and Hospital uses.)</i></p>	<p>Optional element within a required program. This element may be chosen as part of a required CTR program. See below, “Note on Makeup of CTR Programs.”</p>

<p>Current TMP requirement: Performance goal. Conduct a commute survey 1 year after certificate of occupancy; in ten years achieve a 35% reduction in drive-alone commuting from the baseline rate. Survey shall be conducted in a manner to produce a 70% response rate and shall be representative of the employee population. If the response rate is less than 70 percent, all nonresponses up to 70% shall be considered drive-alone trips. (Applies to Office buildings in Downtown.)</p>	<p>Yes, essentially similar: <u>Survey requirements:</u> Per 14.40.050, newly affected employers have 90 days from the date they identify themselves to perform a baseline measurement consistent with the measurement requirements specified by the city. Per 14.40.060, In addition to the baseline measurement, employers shall conduct a program evaluation as a means of determining worksite progress toward meeting CTR goals at least every two years. <u>Survey response rate:</u> Per 14.40.050 and 14.40.060, affected employers shall strive to achieve at least a 70 percent response rate from employees at the worksite. Per CTR Implementation Guidelines, if less than a 50 percent response rate is achieved, the employer should repeat the survey until a 50% response rate is achieved. This is required for the baseline survey and strongly encouraged for the biennial survey. <u>Goal:</u> Per the 2015-2019 CTR Plan, each CTR site has a goal for increasing their non-drive-alone travel rate by 16.3% and decreasing their vehicle miles traveled per employee by 18% from 2008 (or upon becoming affected by CTR regulations) to 2020.</p>
<p>Current TMP requirement: Line-item parking cost. Tenant leases must identify parking cost as a separate line item, with a minimum monthly rate not less than the cost of a 2-zone Metro pass (currently \$117.00). (Applies to Office buildings in Downtown)</p>	<p>No – Not applicable to employers.</p>
<p>Current TMP requirement: Reporting Beginning one year after issuance of a final certificate of occupancy and every two years thereafter the property owner shall submit a report to the director, who shall then determine compliance. The report shall describe each of the required TMP program components that were in effect, the number of on-site employees, the expenditures for financial incentives and guaranteed ride home, the number of bus passes sold and number of registered carpools and vanpools. A report form will be provided to the property owner by the city.</p>	<p>Other CTR Requirement – Reporting: <u>Initial report:</u> 14.40.05 C requires an initial program report within 90 days of receiving results of the initial survey. <u>Ongoing reports:</u> Per 14.40.060 D, affected employers are required to review their program and file a regular progress report with the city in accordance with the format provided by the city as described in the implementation guidelines. Per 14.40.080 B, and the Implementation Guidelines, full program report forms are required biennially, on years when a Biennial Measurement of Employee Commute Behavior (survey) is not conducted, and a “short-form” program report is required in measurement (survey) years.</p>

	<p>Note on Makeup of CTR Programs: CTR provisions require that a worksite have a program in place, but the specific elements make up the program can be chosen by the employer. Thus, a particular CTR worksite program may or may not include elements that align with TMP provisions (ridematching, transit information posting, preferential, parking, financial incentives, guaranteed ride home, etc.). Per the Bellevue CTR Implementation Guidelines supporting 14.40.060, items the employer may incorporate include those such as the following (those not included TMP requirements are shown in bold):</p> <ul style="list-style-type: none"> • Provision of preferential parking and/or reduced parking charges for high occupancy vehicles • Instituting or increasing parking charges for single occupant vehicles • Provision of commuter ridematching services • Provision of subsidies for transit fares • Provision of employer vehicles for work-related trips during the workday or employer participation in carsharing program for this purpose • Provision of subsidies for carpooling or vanpooling • Permitting the use of the employer's vehicles for carpooling or vanpooling • Permitting flexible work schedules • Cooperation with transportation providers to provide additional regular or express service to the worksite • Construction of special loading and unloading facilities for transit, carpool, and vanpool users • Provision of bicycle parking facilities, lockers, changing areas, and showers • Provision of a program for parking incentives such as a rebate for employees who do not use the parking facility • Establishment or enhancement of a program to permit employees to work part or full time at home or at an alternative worksite closer to their homes (telework) • Establishment or enhancement of a program of alternative work schedules such as compressed work week schedules
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	<ul style="list-style-type: none"> • Implementation of other measures designed to facilitate the use of high-occupancy vehicles such as on-site day care facilities and emergency taxi services • Employers or owners of worksites may form or utilize an existing transportation management association or other transportation-related associations by RCW 35.87A.010 to assist members in developing and implementing a commute trip reduction program. • Conduct a company-sponsored event to promote the use of non-drive-alone modes to employees • Conduct a company-sponsored incentive campaign for calendaring trips, potentially using the state RideshareOnline tool
	<p>Additional CTR Ordinance Provisions:</p> <p>Additional code provisions apply to CTR-affected employers, including Record Keeping (14.40.070); Modification, Exemption, and Credit of CTR Requirements (14.40.090); Appeal of Administrative Decisions (14.40.100); and Compliance, Civil violations, and Penalties (14.40.110).</p>